

# ANNUAL PUBLIC FILE EEO REPORT

## December 1, 2019 – November 30, 2020

### KDEN-TV, Telemundo Denver

1. List all full-time job vacancies filled by any station covered by this report during the past year:

<u>Position</u>
News Anchor
Multimedia Journalist
Producer
APC Operator
Multimedia Journalist
Sales Planner
Multimedia Journalist
Multimedia Journalist
Multimedia Journalist
Executive Producer
Station Operations Manager

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form(s):

**Forms are at the end of the report, total of 11**

3. In total, how many interviewees did the station interview for all the full-time job vacancies identified in response to Question 1?

**Total interviewees: 30**

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station?

<b>Name of Recruitment Source</b>	<b>Total Number of Interviewees Referred During the Year</b>
Employee Referral	0

NBCUNICAREERS.com	5
Internal Hire/Current Employee	4
Colorado Broadcaster's Association	0
Hispanic Chamber of Commerce of Metro Denver	0
Careerpage.org	0
University of Denver	0
Colorado Women's Chamber of Commerce	0
Denver Metro Chamber of Commerce	0
Former Intern	0
Former Employee	1
NAHJ (National Association of Hispanic Journalists)	0
Telemundo University Program	1

## Recruitment for Full-Time Vacancies

When KDEN-TV has job openings, the jobs are posted the Company's recruiting web site. Openings are always posted on [www.nbcunicareers.com](http://www.nbcunicareers.com). The station web site, [www.telemundodenver.com](http://www.telemundodenver.com) also provides a link directly to [www.nbcunicareers.com](http://www.nbcunicareers.com).

The recruiting website is made available to KDEN – TV viewers through a 10-second public service announcement (used as a filler).

## Notification to Community Groups and Recruiting Organizations

The station has developed a list of recruiting organization for reaching qualified candidates both within and beyond the Denver area. The current list at this time consists of 6 organizations.

- **Colorado Broadcasters Association** (and the careerpage.org site)
- **Denver Hispanic Chamber of Commerce**
- **University of Denver**
- **Colorado Women's Chamber of Commerce**
- **Denver Metro Chamber of Commerce**
- **Society of Hispanic Human Resource Professionals**

The stations will email or post a copy of job openings to any recruiting source that requests the information and responds with an email address or fax number for such job information. On-air announcements refer interested individuals to apply on-line at [www.nbcunicareers.com](http://www.nbcunicareers.com).

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated, the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative, and a short summary of the nature and extent of the station's participation in each initiative.

**February 17-21, 2020** - CBA (Colorado Broadcasters Association) virtual job fair, Colorado – Participants: no attendees needed. KDEN Telemundo promoted the virtual job fair on-air to encourage job seeking viewers to participate online.

**August 5–8, 2020** - NABJNAHJ Convention and Career Fair – (National Association of Black Journalists and National Association of Hispanic Journalists) Virtual Convention and Job Fair – Telemundo had a virtual booth at the career fair, which was attended by participants: James Arroyave, Station’s Talent Acquisition Recruiter, Griselle Sierra, News Director KDEN Telemundo.

**November 16–21, 2020** - CBA (Colorado Broadcasters Association) virtual job fair, Colorado – Participants: no attendees needed. KDEN Telemundo promoted the virtual job fair on-air to encourage job seeking viewers to participate online.

## **COMMUNITY INVOLVEMENT AND EMPLOYMENT OUTREACH**

KDEN-TV continues to be deeply involved in its community of license and the surrounding area, which also extends KDEN-TV’s outreach efforts. KDEN-TV has participated in the following community events.

- **December 7, 2019** – Jugueton 2019 - Partnered with community organization Kenzi’s Causes to support and promote their annual toy drive. Event to support underprivileged children and their families by providing toys, food and information on community resources. Alejandro Olivares, Marketing Manager, attended the event as a volunteer and to gather footage of the event.
- **March 7, 2020** – Girls and Science event at the Denver Museum of Nature and Science. One-day event with a variety on information, where girls (and boys!) and their families have the opportunity to meet women in science and experience the many diverse opportunities a future in science, technology, engineering, art, and math can bring. KDEN Weather Anchor Niurma Sanchez was a speaker at the event and talked about her journey to becoming a weather anchor, the different opportunities in the field and provide information on how she uses technology to present weather as well as a brief presentation about Telemundo Denver. Alejandro Olivares, Marketing Manager also attended the event to distribute Telemundo premiums to event goers from the Telemundo booth.
- **May 1 – June 7, 2020** – Felicidades Clase del 2020 (Congratulations Class of 2020). On-air and social media campaign to congratulate 2020 graduates as most schools in Colorado would not have in-person graduation ceremonies due to Covid-19. Viewers were encouraged to send a picture of the graduate along with name and information such as the name of the school and college major if applicable. KDEN Telemundo would then have a rotating spot (used as filler on-air) congratulating the graduates on air and on social media.

- **June through July 2020** – Heroes al frente del coronavirus (Heroes in the front lines of coronavirus) – On-air and social media campaign to honor first responders. Viewers were encouraged to send a picture of a first responder. KDEN Telemundo would then have a rotating spot (used as filler on-air) thanking the first responders on-air and on social media.
  
- **June 6 – November 2020** – Using our Apoyando A Nuestra Comunidad (Supporting our Community) platform, KDEN Telemundo partnered with the Denver Mayor’s office to promote weekly food distribution events. The Denver Mayor’s Office partners with local community organizations to set up drive-through, socially distanced events at different locations throughout the city to distribute food, diapers and baby formula to families who have been impacted by Covid-19. Free flu shots or free Covid-19 testing are also part of some of the events. KDEN Telemundo has provided support to promote the changing locations via social media and on-air community calendar.
  
- **August 8, 2020** – Packz 4 Kids (Supporting our Schools) – One-day event where 5,000 backpacks were distributed to children in need as they prepared for remote learning due to Covid-19. The backpacks were distributed at a “drive-through” socially distanced event. KDEN Telemundo partnered with community organization, Kenzi’s Causes, invited viewers to donate school supplies at a designated drop off location. Due to Covid-19, this year KDEN Telemundo supported the cause through an on-air and social media campaign.
  
- **November 28-29, 2020** – Latin Beats, Sonidos de las Americas Virtual Concert. The Colorado Symphony and the Mexican Cultural Center, in partnership with Noticiero Telemundo Denver aired a two-part special concert featuring a prestigious collection of local Colorado artists. The cultural event is held annually, free of charge, in person for the enjoyment of the community. Due to Covid-19, The Colorado Symphony, Mexican Cultural Center and KDEN Telemundo worked together to bring the series, which highlights culture, music and explores traditions celebrated by Colorado’s vibrant Hispanic Community to the public during these difficult times. Telemundo aired the program on Saturday and Sunday and the special concert was simultaneously live-streamed on TelemundoDenver.com. The concert will also be made available on the TelemundoDenver.com community page through February 2021.

### **Other Engagements**

- **March 27, 2020** – Virtual roundtable with the Denver Hispanic Chamber of Commerce with former Governor John Hickenlooper – Tatiana Arguello, President and General Manager participated in an intimate roundtable discussion where participants were invited to voice recommendations and solutions as it related to supporting small businesses in the Hispanic community in Colorado during these unprecedented times and how businesses are responding to COVID-19.

- **April 10, 2020** – Virtual roundtable webinar: How to get your piece of the \$350 Billion for small business, non-profits and self-employed. Tatiana Arguello, President and General Manager invited to participate in a roundtable webinar by the Denver Hispanic Chamber of Commerce with the SBA (Small Business Administration) District Director for a Q&A session as well as information on PPP (paycheck protection program). Participants share information, ideas and ask questions as it pertains to the Denver business community.
- **April 15, 2020** – Webinar Meeting: A conversation with U.S. Senator Michael Bennet – Tatiana Arguello, President and General Manager was invited by the Denver Hispanic Chamber of Commerce to a webinar for Colorado's Hispanic Leaders and Latino Chamber Leaders to ask questions of Senator Bennet. Participants are also asked to share their thoughts and suggestions on issues faced by the community and businesses.
- **April 23, 2020** – Spanish language media virtual roundtable meeting with Colorado Attorney General Phil Weiser – Tatiana Arguello, President and General Manager was invited by the office of the attorney general in Colorado to participate in a roundtable media discussion and Q&A session with Attorney General Phil Weiser on priorities and their response to COVID-19.
- **November 12, 2020** – DENVER 2026 Human Rights Focus Group on Culture, Environment and Legacy. Tatiana Arguello, President and General Manager was invited to participate in the DENVER 2026 focus group, which is part of the Denver 2026 Bid Committee for World Cup 2026. The Denver 2026 Bid Committee is dedicated to producing a safe, welcoming, inclusive, and accessible FIFA World Cup that will raise the bar for the advancement of human rights in the community and set a positive example for the world. The focus group contributes ideas that help create an environment that is welcoming, inclusive and accessible if Denver is chosen to host matches for the World Cup. FIFA's human rights requirements are to: understand human rights issues that may arise during WC26 (World Cup 2026); Develop a human rights strategy (HRS) and foster community collaboration to prevent issues from occurring and respond to incidents when they arise; Create and share a vision for the HRS and legacy within FIFA by 2021. Ideas from the focus help create a legacy that celebrates and advances human rights.

### Internal Skills Enhancement Programs

Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, Station employees participated in the following development courses:

In addition, online courses on a variety of topics are available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills and Conflict Management. A number of KDEN-TV employees were able to attend different training classes, seminars during this 12-month period. The different training opportunities are listed here:

- **JUMP Training for Newly Appointed Managers** – *March 4-6, 2020, Universal City, California. April 16-17, 2020 Virtual Session, May 4-8, 2020 Virtual Session.* The JUMP program consisted of three sessions where NBCU Talent Lab leads trained newly appointed company managers with hands on workshops to improve communication, management and overall workforce skills to establish a flourish-able workplace culture. The Talent Lab is NBCUniversal's suite of learning and development experiences that are uniquely built to engage and grow employees across the company. The labs develop leadership capabilities, enhance media business acumen and help shape culture. The training was led by Corinne Schuler, Director of Talent Development and Mackenzie Scotti, Talent Development Specialist. Alejandro Olivares, Marketing Manager, attended the training.
- **LEAD Training for Managers** – *March 9 – 12, 2020, Los Angeles, California.* The LEAD training is a three-day talent lab to focus on what successful leadership looks like in a changing business, review personalized 360 feedback and focus on building skills in key areas central to leadership success such as communication, engagement, delegation and feedback. The Talent Lab is NBCUniversal's suite of learning and development experiences that are uniquely built to engage and grow employees across the company. The labs develop leadership capabilities, enhance media business acumen and help shape culture. Griselle Sierra, News Director, attended the training.
- **NBCU Owned Stations Medical Q&A** – *March 23, 2020 and April 6, 2020.* Virtual company-wide presentation with Q&A session with Dr. Jeff Tzeng, Executive Director of Health Services for Comcast/NBCUniversal. Presentation to provide an update about the coronavirus pandemic and answer questions about the situation overall and the company's response. All company employees were encouraged to attend. All KDEN Telemundo employees were invited to attend. The virtual presentation was attended by employees from various departments.
- **Uncertainty and You: Maintaining Confidence during a challenging financial climate** – *April 16, 2020, Virtual.* Company-wide virtual presentation hosted by Valari Staab and David Crossen, which included a Q&A session with Ayco, a financial counseling company, to address financial concerns some employees may have during these difficult times due to Covid-19. Employees were encouraged to submit questions, which would be answered by Ayco representative, Rocky Francis. Topics covered included:
  - How to navigate personal finances: Understanding the stock market volatility
  - How the stock market may affect your financial picture and what you can do
  - Identify tools available to all employees through NBCU's benefits site, including Ayco360 and others
  - Budget with intentionality to bolster your financial confidence.
 All KDEN Telemundo employees were invited to attend. The virtual presentation was attended by employees from various departments.
- **Virtual KDEN Telemundo Staff Town Hall** – *July 24, 2020, Virtual.* Special Guest: Dr. Jeff Tzeng, Executive Director of Health Services for Comcast/NBCUniversal and Erin McLachlan, Director of Business Continuity. Information town hall to lean into our

medical community and experts for guidance and support with information on Covid-19 such as staying safer at home, in our community and at work. As the information on Covid-19 constantly evolves, employees were encouraged to send in questions for Dr. Tzeng and Erin McLachlan. Questions were submitted by employees from various departments such as sales, administration and marketing. The virtual presentation was attended by employees from various departments including marketing, sales, human resources, news, technology and administration.

- **NABJNAHJ20 Convention** (National Association of Black Journalists and National Association of Hispanic Journalists). *August 5 – 8, 2020 – Virtual Conference*. First-ever virtual NABJ-NAHJ joint convention and career fair. All sessions, workshops, plenaries, forums, networking activities took place virtually. Griselle Sierra, News Director, attended the conference and Job Fair.
- **NBC Weather Summit 2020** – *October 5-9, 2020, Virtual*. Annual Weather Summit for Weather Anchors and Meteorologists of NBCU stations. Nate Johnson, Director of Weather Operations (among other guest speakers), leads the topics discussed during the summit. Weather Anchors and Meteorologists learn about updates to software, advanced Max techniques, tips and tricks. Various topics are covered such as climate change, the new frontier of weather, representation and outreach, as well as share ideas, presentations and best practices. Niurma Sanchez, Weather Anchor, attended the training.
- **Situational Awareness Training with Doc Velez** - *October 30, 2020, Virtual*. Virtual training to share best practices on safety and awareness of our surrounding for all departments with emphasis on safety for crews working in the field such as Multimedia Journalists, Photojournalists and Promotions departments. Doc Velez, Director of NBCU OTS Security, shared videos and information on information ranging from having an exit plan and strategically selecting a parking location to be able to quickly leave a news scene or event that may turn dangerous, tips on what to watch for in a crowd, the importance of keeping an eye in the background for those who are behind the camera. Also shared information on the importance of having a mental state of readiness and awareness at all time, while at work or home or even a restaurant by: observing the scene on arrival, becoming oriented with what we should do if we do see something happening, deciding to leave if we recognize the situation will be dangerous and take action by leaving. All KDEN Telemundo team members were invited to attend. The virtual meeting was attended by the majority of the news department and team members from the sales, technology, and marketing and administration departments.

NBCUniversal's diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, APA@NBCUniversal, BEN@NBCUniversal, OUT@NBCUniversal, The myAbilities Network (People with Disabilities), Unidos@NBCUniversal, Veterans Network, The Women's Network @ NBCUniversal (WNN), and Young Professionals Network, provide professional networking and skill development courses to employees.

- **October 7, 2020** - UNIDOS Employee Resource Group (Southwest Region) Virtual event: **Nuestras Raices/Our Roots** – Nicole Burri, Local Sales Manager was invited as a panelist for a talk about Hispanic Cultures being vivid, expressive and diverse. Panelists discussed how although the languages are similar, the cultures vary and each shared their diverse journeys to contribute to the talk's purpose of how our stories lead to greater understanding of one another and our roots.
- **Meet the Moment – The Power of Collective Purpose** – *October 13, 2020, Virtual Session.* Meet the Moment is an actionable Diversity, Equity and Inclusion (DEI) initiative designed by the Talent Lab to challenge, inspire and unite us in ways that create lasting, meaningful change. Company-wide, year-long shared learning experience with a conversation between *This is Us* star **Sterling K. Brown** and author, inaugural recipient of the Atlantic Philanthropies Fellowship for Racial Equality, and UCLA School of Law Professor **Devon Carbado**, followed by a lesson in bias and what individual actions we all can take from **Jerry Kang**, Professor and Founding Vice Chancellor for Equity, Diversity and Inclusion at UCLA School of Law.

In addition, online courses on a variety of topics are available to all employees. The courses offered include training in areas of Effective Coaching Skills, Providing Performance Feedback, Behavioral Styles at Work, Presentation Skills, Influencing Skills, Storytelling, Business Writing, Effective Meetings, Hiring the Right People, Project Management, Time Management, Microsoft Office training (Excel: Fundamentals, Intermediate, Excel & Power Point, Charting & Drawing, Functions Only, Advanced. PowerPoint: Fundamentals and Advanced.)

#### EEO/Human Resources Training Program

KDEN on a yearly basis offers training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. During the reporting period, these programs have included Annual Integrity Training and Comcast Corporation Code of Conduct, a course encompassing issues related to integrity, Solutions Program Training, Compliance Standards and Environmental Health and Safety training.

All Station employees, including management, are required to attend a course designed to prevent harassment and discrimination. Training is offered to ensure 100% participation.

#### Internship Program

N/A for 2019/2020



# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** News Anchor

**Date Job Filled:** 12/9/19

**Recruitment Source  
That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Karen Mendez	954-622-6026 <a href="mailto:karen.mendez@nbcuni.com">karen.mendez@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** APC Operator

**Date Job Filled:** 1/6/2020

**Recruitment Source  
That Referred**

**Ultimate Hire:** TELEMUNDO UNIVERSITY

**Total # of interviewees:** 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Karen Mendez	954-622-6026 <a href="mailto:karen.mendez@nbcuni.com">karen.mendez@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
University of Denver		Julia Nelson	<a href="mailto:Julia.nelson@du.edu">Julia.nelson@du.edu</a>	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Multimedia Journalist

**Date Job Filled:** 12/9/19

**Recruitment Source**

**That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Karen Mendez	954-622-6026 <a href="mailto:karen.mendez@nbcuni.com">karen.mendez@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhnp.net">Leroy.romero@shhnp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Multimedia Journalist

**Date Job Filled:** 2/24/2020

**Recruitment Source**

**That Referred**

**Ultimate Hire:** NBCUNICAREERS.COM

**Total # of interviewees:** 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUni Careers	Nbcunicareers.com	Karen Mendez	954-622-6026 <a href="mailto:Karen.Mendez@nbcuni.com">Karen.Mendez@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Sales Planner

**Date Job Filled:** 2/24/2020

**Recruitment Source  
That Referred**

**Ultimate Hire:** NBCUNICAREERS.COM

**Total # of interviewees:** 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Ali Stelzer	212-664-3060 <a href="mailto:Ali.Stelzer@nbcuni.com">Ali.Stelzer@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	Julia.Nelson@du.edu	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.Romero@shhrp.net">Leroy.Romero@shhrp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Producer

**Date Job Filled:** 1/20/2020

**Recruitment Source  
That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Karen Mendez	954-622-6026 <a href="mailto:Karen.Mendez@nbcuni.com">Karen.Mendez@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
University of Denver		Julia Nelson	Julia.Nelson@du.edu	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.Romero@shhrp.net">Leroy.Romero@shhrp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Multimedia Journalist

**Date Job Filled:** 8/31/2020

**Recruitment Source**

**That Referred**

**Ultimate Hire:** NBCUNICAREERS.COM

**Total # of interviewees:** 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Karen Mendez	954-622-6026 <a href="mailto:Karen.Mendez@nbcuni.com">Karen.Mendez@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.Romero@shhrp.net">Leroy.Romero@shhrp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Executive Producer

**Date Job Filled:** 9/28/2020

**Recruitment Source**

**That Referred**

**Ultimate Hire:** Former Employee at Telemundo Denver

**Total # of interviewees:** 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Karen Mendez	954-622-6026 <a href="mailto:Karen.Mendez@nbcuni.com">Karen.Mendez@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.Romero@nbcuni.com">Leroy.Romero@nbcuni.com</a>	No



# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Multimedia Journalist

**Date Job Filled:** 8/17/2020

**Recruitment Source  
That Referred**

**Ultimate Hire:** NBCUNICAREERS.COM

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Karen Mendez	954-622-6026 <a href="mailto:Karen.Mendez@nbcuni.com">Karen.Mendez@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.Romero@nbcuni.com">Leroy.Romero@nbcuni.com</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Multimedia Journalist

**Date Job Filled:** 08/24/2020

**Recruitment Source  
That Referred**

**Ultimate Hire:** NBCUNICAREERS.COM

**Total # of interviewees:** 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Karen Mendez	954-622-6026 <a href="mailto:Karen.Mendez@nbcuni.com">Karen.Mendez@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.Romero@nbcuni.com">Leroy.Romero@nbcuni.com</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Station Operations Manager

**Date Job Filled:** 11/16/2020

**Recruitment Source  
That Referred**

**Ultimate Hire:** Internal Hire/Current Yoh contractor

**Total # of interviewees:** 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Wilberto Ocasio	212-664-3246 <a href="mailto:Wilberto.Ocasio@nbcuni.com">Wilberto.Ocasio@nbcuni.com</a>	No
Denver Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.Romero@nbcuni.com">Leroy.Romero@nbcuni.com</a>	No